WCB Community Initiatives & Research Program 2005

Working with Our Partners to Build a Safer and Healthier Manitoba

Established in 1997, the Community Initiatives and Research Program (CIRP) funds projects on injury and disease prevention, safety in the workplace, treatment of workplace injuries, services for injured workers and scientific, medical or other issues related to workers' compensation. Up to $1 million is provided annually by the Board of Directors to fund such projects.

In 2005, the CIRP used two processes for receiving applications, each with different priorities.

The first process, which involved the two-stage approach, focused on:

1. Prevention – particularly community or industry-based projects which advance the injury prevention agenda by developing and implementing, for example:

- workplace health and safety training program for supervisors and managers. These programs should include the tools, resources and information which they will need to promote and maintain the prevention of injuries and diseases
- work orientation program which will support the prevention of workplace injuries and diseases among young/new workers

2. Disability Management – In particular projects which will develop effective disability management strategies and tools to assist employers, especially small employers, in implementing timely and effective programs that also promote the worker's quality of life.

3. Agriculture Sector – Research that would recommend and promote injury prevention and strengthen voluntary access to and awareness of insurance and disability models that will appeal to the agriculture community, particularly the family farm.

The two stage application process starts with a Letter of Intent (Stage 1) describing the project and its intended benefit to the WCB. Based on a review of the Letters of Intent, selected applicants are invited to submit a full proposal (Stage 2).

The second process, issued a Request for Proposals, which called specifically for proposals focused on the following two areas:

- Preventing and Understanding Occupational Disease
- Assessing the Injury Prevention, Disability Management and Return-to-Work Program Needs of High-Risk Employers

The overall objectives of the CIRP are to:

- promote, educate and increase the awareness level of injury and disease prevention issues
- achieve practical outcomes which have a positive impact on employers and workers
- identify and promote effective return-to-work and rehabilitation strategies
- evaluate specific program interventions or other initiatives to assess the impact on reducing injury and disability
- promote research towards the advancement of general medical science where there is a link to workers' compensation

Since the CIRP began, WCB has contributed approximately $9 million to support 100 innovative Manitoba projects aimed at achieving these goals. Approximately 65 percent of the funding has supported workplace prevention, education & training initiatives. With support from the CIRP, the WCB promotes and creates a culture of safety which will enhance the understanding of workers' compensation issues and minimize the human and financial impact of occupational injuries and diseases.

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SAFE WORK
SPOT THE HAZARD
ASSESS THE RISK
FIND A SAFER WAY
EVERYDAY

2005 Approved Grants

DISABILITY MANAGEMENT PROGRAM

Agency: .....Canadian Auto Workers (CAW – Canada)
Funding: $110,930

Purpose: This project will provide educational sessions on disability management to all interested Manitoba CAW union workplaces and/or other Manitoba workplaces. The sessions will educate and train workers and employers in the recognition, understanding and awareness of return to work policies and strategies. The sessions will focus on how to assess workers' restrictions, how to modify job tasks to facilitate a timely return to work, and how to set up a workplace committee to deal with return to work issues. The project will also provide assistance to implement disability management policies in the workplace. A disability management manual tailored to the Manitoba workplace will be developed as well.

DEVELOPMENT OF COMMUNITY SUPPORT STRATEGIES FOR MANITOBA FARMERS WHO LIVE WITH DISABILITIES AND THEIR FAMILIES

Agency: .....Canadian Centre on Disability Studies
Funding: $100,000

Purpose: This project will involve a study to evaluate and understand available support for Manitoba farmers with disabilities. The project will identify barriers and facilitators in return to work for farmers with disabilities as well as successful living with a disability. Community and family supports available to these individuals will also be identified. The outcome of this project will produce a "Pilot Community Support Strategy Tool Kit" based on feedback from individual farmers and stakeholder organizations and will include practical and relevant information for the farm family.

HEALTH, SAFETY AND WELLNESS PROJECT – FROM IDEA TO RESULTS

Agency: .....Day Nursery Centre
Funding: $11,600

Purpose: This project will produce a video for use as a resource in the child care community. The video will chronicle the results from two previous projects focusing on ergonomics and health and safety of workers in child care centres. The video will provide information to day care centres on how to evaluate their existing programs and how to improve or utilize the information to create a healthy and safe working environment. This video will be provided to each day care centre to use as a training tool and/or to integrate within their existing program.

"With the help of the CIRP, the Day Nursery Centre has enjoyed much success in our efforts to help develop workplace safety within Manitoba's child care centres. Our current project is a short video which will show the results from our previous projects focusing on ergonomics and health and safety of workers in child care centres. The video will show others in the field of Early Childhood Education how to take the necessary steps to make their workplaces safer and healthier for our workers."

— Fernanda Hodgson
Executive Director, Day Nursery Centre

106-07124/

INCREASING SAFETY AWARENESS IN THE MOTION PICTURE INDUSTRY IN MANITOBA

Agency: ..... I.A.T.S.E. Local 856 - Motion Picture Technicians
Funding: $10,533

Purpose: This project will focus on increasing safety awareness in the motion picture industry. Safety bulletins will be developed and distributed in conjunction with the local's newsletter. A SAFE Work tag will be developed for members to attach to their equipment which will reinforce safe working behavior, and a poster outlining the procedure to be followed if an employee feels that he/she is in an unsafe work situation will be redesigned and distributed.

MODIFIED WORK PRACTICES AND QUALITY OF LIFE OUTCOMES FOR WORK RELATED MUSCULOSKELETAL INJURIES

Agency: ..... MFL Occupational Health Centre, Inc.
Funding: $85,000

Purpose: This project will determine the quality of life of workers with musculoskeletal injuries in a return to work program and variables that influence it, which will aid employers in developing the most suitable modified work program for an injured worker. The project has two phases:

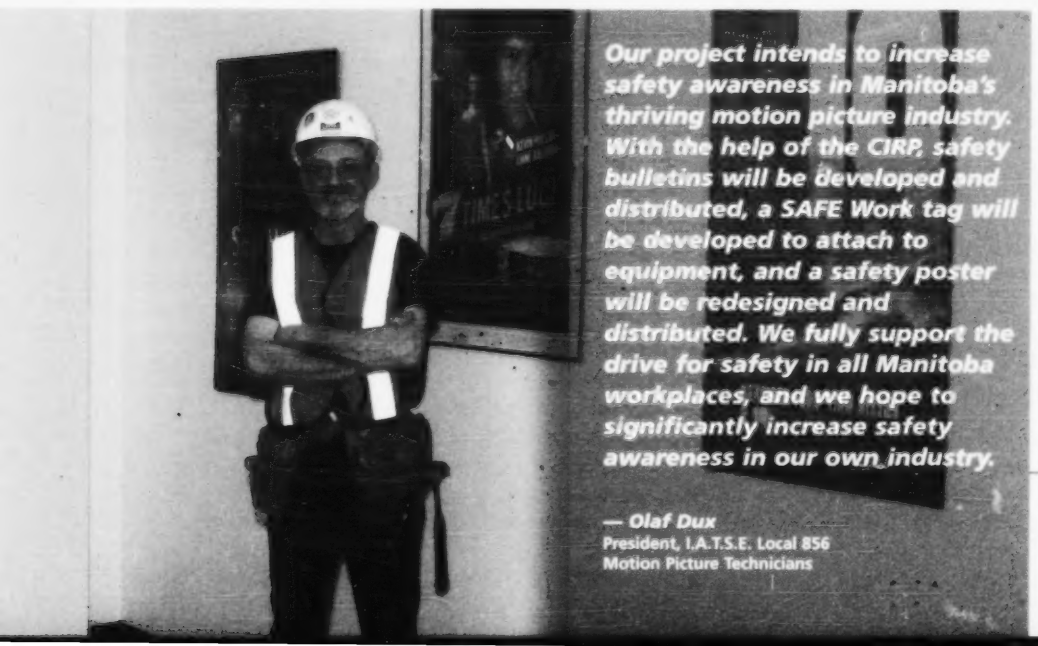
- a survey will be conducted of workers who have been in a return to work program, which will be compared to a control group of workers who have not been injured in the same workplace. The survey will measure worker's quality of life, the type of workplace accommodation, the location of injury, as well as personal characteristics of the worker.
- training and advice will be provided to workplaces in the provision of ergonomic services and a best practices resource guide for making accommodation for injured workers will be developed.

Results of the study and the best practices resource guide will be made available through the Occupational Health Centre's newsletter, fact sheets, full book version, computer CD version, and the internet.

PEGUIS SAFE WORK PROGRAM

Agency: ..... Peguis First Nation
Funding: $175,000

Purpose: The project's objective is to increase workplace safety awareness in the Peguis community by providing a focus on working conditions and practices and on the knowledge of safe work practices. The project will include a community wide workplace safety assessment of public and private activities and businesses, as well as "traditional" occupations such as fishing and trapping. The information from the assessment will then be used to build a workplace safety database. Workplace safety seminars and workshops will be developed and delivered to the youth of Peguis, the employers and employees who participated in the assessment, and to the community at large.


Our project intends to increase safety awareness in Manitoba's thriving motion picture industry. With the help of the CIRP, safety bulletins will be developed and distributed, a SAFE Work tag will be developed to attach to equipment, and a safety poster will be redesigned and distributed. We fully support the drive for safety in all Manitoba workplaces, and we hope to significantly increase safety awareness in our own industry.
— Olaf Dux
President, I.A.T.S.E. Local 856
Motion Picture Technicians
WCB
Workers Compensation Board of Manitoba
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INCREASING LIFE PARTICIPATION WITH APHASIA

Agency: ..... Speechworks
Funding: $66,150

Purpose: Aphasia is a language disorder often caused by Acquired Brain Injury (ABI). By working with 20 individuals with ABI-related communication difficulties, this project will evaluate the effectiveness of a technology/computer based intervention for aphasia, the *Lingraphica* system, combined with a *"Survival Kit for People Living with Aphasia"*. The three main objectives of this project are to reduce the:

- language impairment associated with aphasia, as measured by standardized test of language
- disabling effects of aphasia, measured by standardized pre and post treatment measures, as well as by client participation surveys
- impact of aphasia so the person with aphasia might begin self directed, authentic, and meaningful participation in life as measured by the client and their significant other

ASSESSING THE INJURY PREVENTION, DISABILITY MANAGEMENT AND RETURN-TO-WORK PROGRAM NEEDS OF HIGH-RISK EMPLOYERS

Agency: ..... National Disability & Resource Management Inc.
Funding: $165,150

Purpose: This project will assist the WCB in helping employers develop and implement return-to-work, disability management and injury prevention programs by evaluating the injury prevention and disability management practice in Manitoba workplaces with particular emphasis on high risk employers. The study will work with 50 Manitoba companies using different forms of research techniques, including standardized and non-standardized audits, interviews and surveys to assess the present state of their workplace injury prevention, disability management and the return to work programs. The results will be analyzed for strengths or gaps and will be used to develop a report that will assist employers to lower injury rates, return workers to employment in a safe and timely manner, and to reduce overall expenditures.

HOSPITALIZATION IN WINNIPEG DUE TO OCCUPATIONAL DISEASE – PILOT STUDY

Agency: ..... University of Manitoba – Departments of Internal Medicine and Community Health Sciences
Funding: $36,773

Purpose: This project will assess occupational exposures to hazardous substances and work conditions among a randomly selected sample of 365 male inpatients admitted to an internal medicine ward at a Winnipeg hospital over one year. Information will be gathered on the occupational history, use of protective equipment and exposures to a variety of occupational hazards. The purpose of the study is to identify the extent:

- of occupational exposures to hazardous substances and work conditions among the selected sample
- to which these exposures may have caused or contributed to the development of the injury/illness
- to which these exposures may have contributed to other past health conditions

A formal report summarizing all findings will be produced. The study is a pilot project and depending upon the findings could be used on a broader group of patients.

SAFE WORKERS OF TOMORROW HEALTH AND SAFETY 2005/2006 CAMPAIGN

Agency: ..... Workers of Tomorrow Safety Centre Inc.
Funding: $145,438

Purpose: The campaign's primary focus is to educate students and young workers on their rights as Manitoba workers, and to help them prevent workplace accidents by assessing risk and recognizing hazard symbols. Presentations will be made to thousands of students in high schools, post-secondary educational facilities and training programs by a volunteer speakers bureau consisting of both health and safety experts as well as young workers who have survived workplace injuries.

INJURED AND DISABLED WORKERS' CENTRE

Agency: ..... Injured Workers Association of Manitoba Inc.
Funding: $90,055

Purpose: This centre supports injured workers following the termination of their WCB benefits, or following the decision that an injury is not compensable. The centre assists injured workers and their families to understand, cope and adapt to injuries and post injury issues, which can be physical and psychological. The assistance includes client counseling and referrals to appropriate community programs. The centre assists injured workers who wish to appeal the WCB's decision, including the presentation of their own appeals. The centre helps injured workers make informed decisions, take control of their situation and foster a healthier return to work. Ultimately, these services aim to improve an injured worker's sense of healing and self-worth.

Previously Approved Projects

Previously Approved Grants IN PROGRESS

PHASE 2 – THE CAREER PORTFOLIO WORKPLACE SAFETY & HEALTH PROJECT

Agency: ..... Technical and Vocational High School (Tec Voc)
Funding: $96,000

Purpose: This project will build upon Phase 1 which developed and integrated a health and safety curriculum "The Ownership of a Culture – Putting Students First" (Curriculum) into the various programs offered at Tec Voc. This project will:

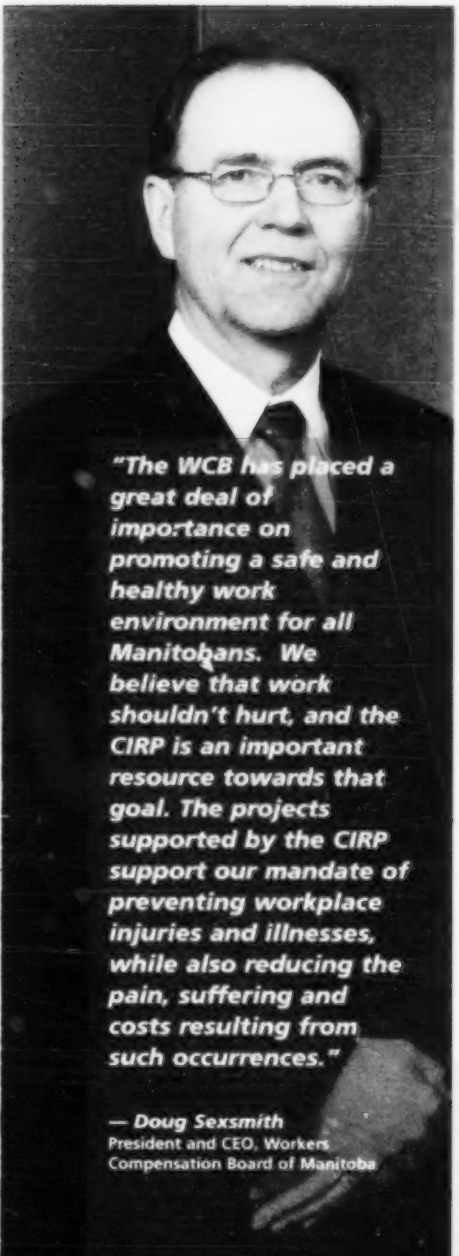
- revise and augment the assessment component of the Curriculum, according to standards provided by Manitoba Education, Citizenship and Youth, so that it can be recognized as a creditable course
- consult with officials from Manitoba Education, Citizenship and Youth on which elements of the Curriculum can be integrated into existing or proposed career portfolio resources
- integrate material from the Curriculum into the Tec-Voc's Career Skills Portfolio
- develop a plan for dissemination of the revised Curriculum to Manitoba High Schools.

HEALTH, SAFETY AND WELLNESS PROJECT

Agency: ..... Day Nursery Centre
Funding: $17,000

Purpose: This project focuses on injury prevention and the health and well-being of employees, by providing an ergonomics and health and safety system to reduce workplace injuries and illnesses which will lower workers compensation costs. The project is conducted mainly within Day Nursery Centres' three sites. The strategies and tools developed from this project will be shared with other child care centres in Manitoba to promote the safety of workers.

To date, a Crisis Response Manual was developed providing information on how to deal with emergency situations regarding the health and safety of children and the staff; a "wellness fund" was established for use by staff to work towards their personal health and safety (such as taking a course); new equipment was purchased; a job hazard analysis is nearing completion, and posters on good working postures and techniques are being developed.



"The WCB has placed a great deal of importance on promoting a safe and healthy work environment for all Manitobans. We believe that work shouldn't hurt, and the CIRP is an important resource towards that goal. The projects supported by the CIRP support our mandate of preventing workplace injuries and illnesses, while also reducing the pain, suffering and costs resulting from such occurrences."

— Doug Sexsmith
President and CEO, Workers Compensation Board of Manitoba

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PROVINCIAL MOBILE BACK CARE EDUCATION & INJURY PREVENTION TEAM

Agency: ..... Community Therapy Services
Funding: $100,000

Purpose: This project focuses on injury prevention by establishing a provincial mobile back care education and prevention team to develop and deliver educational programs to managers and supervisors in Manitoba health care settings outside Winnipeg. The project will assist:

- health care managers to implement monitoring systems for health care workers who are engaged in lifting and transferring and to initiate corrective actibn as required
- the development of back care teams in each work site to educate and encourage workers to follow safe lifting and transferring practices
- workplaces and workers in establishing a culture of safety

On-site visits are in progress and have occurred in the Interlake, Assiniboine, Nor-Man, and North Eastman Health Regions. Facility visits include:

- environmental assessments including evaluation of workplace designs
- equipment assessments
- staff questionnaires
- meetings with site managers and employees
- injury data collection
- observation of work being done
- analysis of work organization and management
- analysis of relevant risk management policies and procedures

A comprehensive report will be prepared for each site visited and will include a summary of the findings, the identified risk factors, and risk control recommendations for implementation at each site. To date, reports for the Assiniboine, Interlake, and Nor-Man districts have been completed.

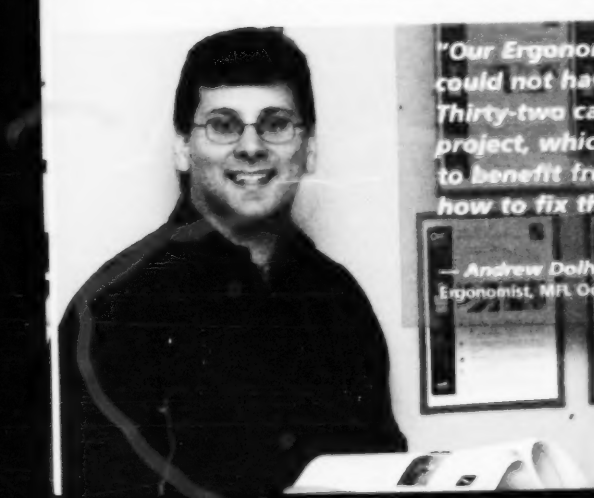
SMALL BUSINESS ERGONOMIC RESOURCE GUIDE

Agency: ..... MFL Occupational Health Centre, Inc.
Funding: $66,681

Purpose: This project will expand on the recently completed Small Business Ergonomic Intervention and Evaluation Project which built the case study guide (see page 12). The guide was designed to aid small employers address ergonomic issues and to demonstrate that effective changes are not costly. During this project, a comprehensive resource guide will be developed to accompany the case studies. As well, training workshops will be provided throughout Manitoba, and a market strategy will be engaged to promote the resource guide to Manitoba employers.

The employer resource guide will include:

- potential ergonomic hazards
- information to teach safety representatives how to review jobs for ergonomic hazards and how to initially assess the hazards
- basic ergonomic educational materials
- materials that can be used to monitor the effectiveness of ergonomic controls
- solutions, costs and benefits to common problems; as well as additional resources



"Our Ergonomics Small Business Intervention and Evaluation Project could not have been completed without the support of the CIRP. Thirty-two case studies were completed during the first phase of our project, which has led to a case study book for all Manitoba workplaces to benefit from. This publication will show what ergonomic hazards are, how to fix them and how to minimize costs and maximize benefits."

— Andrew Dolhy
Ergonomist, MFL Occupational Health Centre

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ASSESS THE RISK
FIND A SAFER WAY
EVERYDAY

SEEING THE WORKPLACE WITH "NEW EYES"

Agency: ..... Dorothy Wigmore
Funding: $133,900

Purpose: This project works with two primary and two secondary workplaces to develop tools, processes and resources that will improve the skills, broaden the experience and increase the knowledge of joint health and safety committees, their employers and workers.

The Addictions Foundation of Manitoba, represented by the Manitoba Government Employees Union and Cascades, represented by the Communication, Energy and Paperworkers Union, are the primary participants in this project. To date, tours have occurred in both workplaces to better understand safety issues, focus groups have been conducted, and an Advisory Committee has been established. Material is currently being analyzed to determine issues particular to each workplace, their common features and further questions that need to be answered.

OCCUPATIONAL HEALTH AND SAFETY CERTIFICATE PROGRAM

Agency: ..... Red River College (RRC)
Funding: $96,500

Purpose: RRC has developed and is delivering a full-time 8-month certificate program that provides the knowledge and skills essential to reduce the risk of workplace injury and disease. Safety Practitioner graduates will be prepared to function in a variety of industrial, business and educational settings, in accordance with provincial legislation and to promote a reduction in occupational risk of injury and disease in Manitoba workplaces. RRC will also offer the program in a variety of delivery modes depending on market demand, and currently is offering full time day delivery including both a theoretical and practical component. Some evening courses are also offered.

The course which began in November, 2005 has an enrollment of 14 full-time students. These students will graduate in June, 2006. An additional 10 students are registered in the first course offered in the part-time program. Students will be required to take 13 classes and complete 240 hours of supervised workplace experience to obtain their Occupational Health & Safety Certificate. The courses being offered will provide students with a broad understanding of occupational, health, and safety issues.

Some of the courses being offered are as follows:

- Environmental Issues in the Workplace
- Ergonomics: An Introduction
- Legal & Ethical Responsibilities
- Occupational Health & Safety Program Development
- Project Management: Fundamentals

Information on the Certificate Program is available through a variety of sources including the current Red River Program Guide, the RRC Continuing Education brochure, and can be found on the Red River College Continuing Education website http://www.rrc.mb.ca/continuinged/full.htm.

WORKPLACE HEALTH AND SAFETY STRATEGY FOR COMMUNITY-BASED CONSTRUCTION PROJECTS IN NORTHERN ABORIGINAL COMMUNITIES

Agency: ..... Nisichawayasihk Cree Nation(NCN)/InterGroup Consultants Ltd.
Funding: $148,919

Purpose: This two-staged project will first develop a model to identify and prioritize community needs for addressing workplace health and safety issues during construction projects in Northern Aboriginal communities. Construction activity at the community of Nelson House will be studied to help develop the model. The second-stage will implement and evaluate the action plan/strategy identified in stage one. Based on the evaluation, necessary refinements will be made to the model so that it can be used by other Northern Aboriginal communities involved in construction projects.

To date, three separate construction sites have been observed and an analysis of workplace safety has been conducted. Current practices, gaps, barriers and initial improvement opportunities have been identified. Some of the findings are as follows:

- lack of available funds to implement a safety program
- injuries not always reported due to concern by workers that it could impact their job
- the need for action to begin with NCN leadership
- need for more culturally appropriate education training strategies

Two different Band Council Resolutions have been drafted outlining positions which could be taken by the NCN. These could be used as a starting point for a community-wide workplace health and safety strategy. Other activities currently in progress include a draft construction safety need assessment workbook which will explain the process for assessing workplace health and safety needs to other aboriginal communities.

ABORIGINAL WORKERS EDUCATION AND OUTREACH PROJECT

Agency: ..... MFL Occupational Health Centre, Inc.
Funding: $182,870

Purpose: This initiative builds on the results of a survey that identified how to increase aboriginal worker awareness on workplace health and safety issues. The project developed a strategy to equate the traditional seven Aboriginal teachings with health and safety for Aboriginal workers. This is being done by sharing workplace stories within Sharing Circles - through this process the project equates traditional teachings with workers rights. A Spirit Toolkit is the core support of this work. Some of the resources included in the Spirit Toolkit are:

- a fact sheet promoting the program and encouraging a healthy workplace
- a laminated Medicine Wheel Map that depicts the affects of working conditions on workers as well as their co-workers, family and community
- seven Aboriginal Teaching posters
- a Medicine Wheel Puzzle
- an Indian Act Medicine Wheel Knowledge Game
- the Power of One Storytelling CD used as a teaching tool for the sharing circle guides

The Spirit Toolkit is available from the Occupational Health Centre upon request. Information is also available on the.web site of the Occupational Health Centre at www.mflohc.mb.ca and can be found under Ningwanuk Meshquajese – Wings of Change.

MINERVA MANITOBA

Agency: ..... Workplace Safety and Health Division, Manitoba Labour
Funding: $50,000

Purpose: Minerva Manitoba is a regional chapter of a national non-profit organization which aims to introduce more safety and health information into the curriculum of Manitoba's post-secondary institutions. Through this initiative, a Minerva SAFE Manitoba Award has been established at the Red River College and at the University of Manitoba. The first Minerva SAFE Manitoba award was granted in May, 2005 from the Red River College endowment fund. The award was granted to a first year carpentry student who developed a game to teach Workplace Hazardous Material Information System (WHMIS) training to a diverse group of students. In recognition of the commitment to both education and the students at RRC, Minerva SAFE Manitoba has been placed on the Colleges' Donor Recognition Wall.

Several projects are currently in progress or completed:

1. Faculty of Nursing – University of Manitoba: Developed a program to promote healthy body mechanics with nursing students. The focus is on appropriate moving, lifting and transferring of patients. A DVD is available free of charge through the Department of Labour, Workplace Safety and Health Division.

2. Red River College and the provincial Apprenticeship Branch: Developed a 1 day training program on safety and health awareness for apprentices. The course will be piloted in February, 2006 with two or three trades.

3. Natural Resources Institute – Faculty of Environment: Several initiatives are in-progress including development of a safety manual for students, hazard recognition and control exercises, and posters to notify students of safety issues.

4. Asper School of Business: Development of a curriculum guide to teach future managers to understand the fit between their obligation to employees and their employers, is in progress.

5. Asper School of Business: Development of a case study on safety and health issues in the Seven Oaks Hospital is in progress.

ERGONOMICS PROJECT

Agency: ..... Canadian Auto Workers (CAW)
Funding: $193,727

Purpose: An ergonomic training program is being provided to CAW and other Manitoba workplaces interested in receiving education and training to increase awareness of strain and sprain injuries, including back injuries and repetitive strain injuries. Since 2003, approximately 1,000 individuals from 100 workplaces have participated in the training course.

As part of this project, the CAW produced a training program manual on ergonomics which has been distributed to all participants in the course. The manual included surveys, data on workplace injuries, risk factors for injury, job design principles, and a checklist for workplaces to employ when assessing their worksite. Other ergonomic information made available to participants included a book titled "Ergonomics in the Work Environment: A Manual for Workers". Copies of these manuals and other information on ergonomics may be obtained from the CAW office.

Previously Approved Grants COMPLETED IN 2005

PICTORIAL SAFETY SIGNS

Agency: ..... Canadian Manufacturers & Exporters (CME)
Funding: $36,528

Purpose: This initiative involved the development of safety posters primarily targeting shop floor workers in the manufacturing sector. Many of these workers are at increased risk of injury because English is a second language or they have literacy issues. As English safety instructions are often not understood, this project produced posters to pictorially communicate a safety message to help workers recognize and avoid hazards, and to perform their jobs safely.

Four posters were developed in two different sizes and are available for CME members and to any other interested Manitoba employers. 2,000 copies of each type and size of poster were developed. The posters use large clear pictures to demonstrate good working practices. Each poster depicts a separate message including safe lifting techniques, safe operation of machinery, safe handling techniques, and the use of protective equipment. A letter was sent out in the fall of 2005 to all CME members detailing how to order the posters. As well, information for ordering the posters was included in the Update newsletter produced by the WCB. An instructional sheet for employers is included to help ensure that the posters are used correctly. Once the mail campaign has been completed, the CME, in conjunction with the WCB, will post the safety posters on the SAFE Work website at http://www.safemanitoba.com/store.aspx.

INJURED AND DISABLED WORKERS' CENTRE

Agency: ..... Injured Workers Association of Manitoba Inc.
Funding: $85,170

Purpose: The Injured and Disabled Workers' Centre was established in 2003. The centre supports injured workers following the termination of WCB benefits, or following the decision that an injury is not compensable. Services include the provision of information, appropriate referrals, informed answers, supportive counseling, seminars, workshops, file interpretation, appeal consultation, and crisis intervention.

The centre served 454 clients in 2004/05 at an average cost of $191.96 per client (314 were new clients). The clients were primarily employed in the labour/construction sector. The highest numbers of injuries/disabilities reported by clients were to the back, finger/arm/hand, and foot/knee/leg. During the year, 113 clients returned to work.

Services provided in 2004/05 included the following:

- 1,205 client contacts to the centre either by phone, mail or in person
- 301 appeal consultations
- 521 referrals
- 197 clients were provided with assistance in completing documents and forms
- 5 workshops

SAFE WORK SPOT THE HAZARD ASSESS THE RISK FIND A SAFER WAY EVERYDAY

SAFE WORKERS OF TOMORROW HEALTH AND SAFETY 2004/2005 CAMPAIGN

Agency: ..... Workers of Tomorrow Safety Centre Inc.
Funding: $142,590

Purpose: The Safe Workers of Tomorrow Health and Safety Campaign was developed in 1997 in response to the increasing number of young workers who were being hurt or killed in the workplace. The mandate of the campaign is to provide classroom presentations to students in Manitoba concentrating on:

- how to recognize workplace hazards
- prevention of workplace injury, illness and death
- working with hazardous materials
- use of personal protective equipment
- health and safety rights of Manitoba workers
- steps to take if injured in a workplace

For the 2004-2005 school year, 734 presentations were made to 17,203 students. Presentations were primarily targeted to high school students. Some younger grades, students on work experience programs, those attending Adult Learning Centers and other learning programs also received presentations. Survey results indicated that the average age of a participant was 15 years and that 87% of the students had previously worked.

In addition to classroom presentations, many other activities were undertaken by the Safe Workers of Tomorrow Campaign. Promotions to schools, school boards, school superintendents and school administrators continued to increase the awareness of the program resulting in a 68% increase in the number of presentations and a 37.2% increase in the number of students reached over the 2003-04 school year. Attendance at 27 career fairs/symposiums enabled the campaign to reach an additional 28,670 young people. Networking with various organizations, on-going recruitment of volunteer speakers and co-ordination of the Day of Mourning were also undertaken in 2005.

"SAFE Workers of Tomorrow provides workplace safety prevention education and awareness to students throughout Manitoba. With the on-going support of CIRP, we have been able to provide this information to over 80,000 students since 1997, helping to create a culture of safety with the next generation of Manitoba workers."

— Ellen Olfert
Executive Director, SAFE Workers of Tomorrow

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SMALL BUSINESS ERGONOMIC INTERVENTION & EVALUATION PROJECT

Agency: .....MFL Occupational Health Centre, Inc.
Funding: $95,000

Purpose: The objective of this project was to reduce the potential for acute and chronic injury in the workplace by providing ergonomic expertise to workers and employers in small businesses (less than 50 employees). The project evaluated ergonomic interventions for musculoskeletal risk reduction and any correlating economic benefits before and after the changes were made. Small businesses that employed Aboriginal workers and workers with literacy issues such as recent immigrants who spoke English as a second language were approached first.

A total of 21 workplaces participated in the project and 32 case studies were completed. Some workplaces had two different case studies. A wide cross-section of work areas were assessed including 8 from the manufacturing sector, 8 service orientated workplaces, 7 office workstations, 5 from the construction sector, and 4 food production workplaces. A case study guide has been developed which summarizes each study and includes a summary of the ergonomic hazards, an assessment of the risk, a safer way to perform the task, and current and future considerations. A health and safety checklist is also included in the guide.

Every case study showed a reduction in risk along with improvements in worker well being after the recommended solution was implemented. The average cost of incorporating solutions was $584.50. In 20% of the cases there was no purchased cost associated with the recommendation. In 53% of the cases the payback associated with the change was achieved in one week or less. Surveys conducted after the projects were completed showed an increase in workers and management awareness of health and safety issues and ergonomics. Some examples of interventions recommended and implemented were:

- risers to increase the height of a table in a bakery to avoid prolonged periods of stooping
- the introduction of mechanical gloves and anti-vibration gloves at an automotive repair shop to reduce pain in the hands of mechanics
- construction of a cart to stack sheets of metal after they have been cut to reduce unnecessary lifting
- construction of a stainless steel tub on wheels in a food production plant to provide a means to soak equipment instead of scrubbing it for prolonged periods of time

A copy of this report can be obtained from the MFL Occupational Centre in a hardcopy format or by CD, and is also available on their website at http://www.mflohc.mb.ca or from the WCB SAFE worksite at http://www.safemanitoba.com/store.aspx.

THE KEYS TO COMMUNICATION – CLEAR AND SIMPLE LANGUAGE

Agency: .....Canadian Union of Postal Workers (CUPW) – Winnipeg Local
Funding: $31,720

Purpose: This initiative aimed to increase the awareness and knowledge of occupational health and safety rights and information for postal workers with literacy challenges. A pilot project was initiated and a course was developed on the use of clear and simple language on health and safety issues in the workplace. The course focused on various issues including human rights issues, worker's rights, understanding the collective agreement, identifying hazards, and how to fill out and understand injury forms.

A total of 30 workers, including 2 hearing impaired workers, attended. Several recommendations came out of the pilot project including that the:

- course should be provided to all new CUPW workers entering Canada Post
- program should be delivered by facilitators who actually do the work in the workplace
- Joint Health & Safety Committee should oversee the program
- course should be mandatory for all in the workplace

FOODSERVICE INDUSTRY SAFETY AND HEALTH MULTIMEDIA SERIES

Agency: ..... Manitoba Restaurant Association
Funding: $53,750

Purpose: The restaurant, foodservice, and hospitality industry employs approximately 35,000 people in the province of Manitoba, of which the majority of workers are under the age of 27. During 2004 there were 1,342 injuries reported to the WCB from the Restaurant/Catering industry code of which 562 were timeloss claims.

The project was branded with SAFE Hospitality and developed a video and accompanying booklet which is divided in four sections:

Introduction	-	Introduces injury statistics, deals with Workplace Safety and Health, and the rights and responsibilities of the Employer, Supervisor and Worker.
Employer	-	Discusses occupational health and safety responsibilities for owners, managers and supervisors.
Employee	-	Similar to the employer section this deals with occupational health and safety information for the employees.
Equipment Safety	-	Addresses the importance of the safe use and maintenance of equipment.

A quiz and answer key was also produced. 1,000 copies of the video were produced in English (including some with closed captions) and additional copies were produced in French. The video and accompanying written material was distributed to restaurants, schools, school divisions, libraries, and chambers of commerce free of charge. The quiz and answer key was developed in a format that could be sent electronically in either English or French to be customized to suit the individual establishment's needs.

Copies of the video are available from the WCB.

BUILDING RESPECTFUL WORKPLACES

Agency: ..... United Steelworkers of America
Funding: ..... $25,000 (over three years)

Purpose: The goal of this project was to reach as many current and future workers in Manitoba to help them prevent and deal with workplace harassment and to encourage a healthy and respectful workplace environment. Reducing stress in the workplace helps to prevent workplace injuries and illnesses.

Using a joint union-management approach, training sessions were developed to provide information to workers about preventing and addressing harassment based on race, gender, disability, and human rights issues. The training sessions included the use of questionnaires, a quiz on harassment, a discussion on the Human Rights Code, and anti-harassment policies.

Several training sessions and conferences were provided throughout the duration of the project to various organizations including the following:

- young worker awareness sessions in high schools including a modified program to schools in Thompson jointly held with Inco Ltd
- presentations to the Assembly of Manitoba Chiefs Youth Department
- presentations to several Manitoba workplaces
- inclusion of the training session as part of all Steelworker Manitoba Area Council courses

MAXIMIZING ABILITIES IN THE WORKPLACE

Agency: ..... Para Consulting
Funding: $162,000

Purpose: This project developed a tool to help workplaces create a favorable environment to accommodate employees with disabilities and aging employees with changing functional abilities. The guide offers information to aid employers as they look at altering the workplace to ensure that their employees can operate effectively and efficiently in safe environments, and to minimize barriers.

Development of the best-practice model was based on a literature review, personal interviews, and input from various stakeholders. As well, audits of 12 workplaces of varying type and size of business were conducted between 2003 and 2004. These businesses were located in Winnipeg (5), Brandon (5), Selkirk (1), and Winkler (1). Sectors included in the evaluation were retail, manufacturing, government services, and health care.

The audit identified accessibility barriers, presented potential solutions, and recommended strategies on how to reach the solutions. Information from these audits was used to facilitate the development of the best practice model. The audit revealed problems in most areas of the workplace. Some examples included parking, entrances, lighting, doors, and washrooms. Many of the problems not only affected older workers and workers with disabilities, but they also had an impact on all workers. The audit indicated that there was a need to address problems so that workplaces could become safer, more efficient, as well as more functional for a wider range of workers.

The best practice model includes a 4 stage process for maximizing abilities in the workplace including the following:

1. Garner Support – Obtain buy-in based on a business case and legal requirements. Develop policies.
2. Evaluate the Workplace – Conduct an audit, determine good practices and determine priorities. Evaluate current spaces, features, fixtures and furniture and develop priorities.
3. Planning Component – Develop a short and long-term strategic plan, implement, and prevent further barriers.
4. On-Going Monitoring – Develop a plan to monitor, evaluate and report. Develop an on-going maintenance plan.

The model also provided a 10 point accessibility check list designed to provide an overview of how accessible a workplace is for a wide variety of people. Photographs and recommendations were included in the report and detailed instructions were provided on how to implement safe working conditions.

The report will be distributed on an "as requested" basis. On-going promotion of the best practices model will be undertaken in 2006 and will be available electronically at www.wcb.mb.ca.

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EVERYDAY

DISABILITY MANAGEMENT WORKS

Agency: ..... Reaching E-Quality Employment Services Inc.
Funding: $158,223

Purpose: This project developed a workplace prevention and disability management resource guide and toolkit specifically for small businesses. In 2004, small businesses (less than 50 employees) made up 93.9% or 33,694 of all Manitoba businesses.

Research was undertaken on best practices in prevention and disability management, a survey was developed to determine relevant topics for consideration, and an Advisory Committee from the local community including small business employers was established. The final product "Disability Management Works!" a resource guide and toolkit for small business in Manitoba is available free of charge to all employers. The toolkit will be available electronically in 2006 on the WCB SAFE worksite at http://www.safemanitoba.com/store.aspx and are currently available from the WCB. Topics included in the toolkit are as follows:

- the importance of a disability management program
- what to do in the event of an injury, illness or disability
- prevention
- tools to help with disability management and prevention

EDUCATION AND OUTREACH PROJECT

Agency: ..... MFL Occupational Health Centre
Funding: $61,088

Purpose: The aim of this project was to reduce work related injury and disease using a community education and outreach model that would:

- Increase the awareness among immigrant, rural and northern workers and employers regarding health and safety issues and resources
- Develop educational resources and provide appropriate training on health and safety related issues

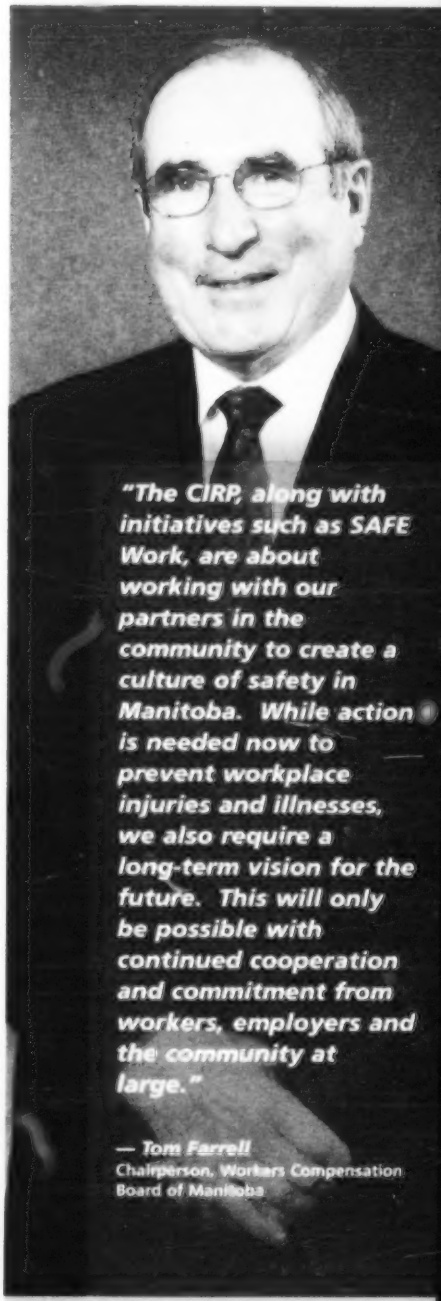
The project employed a "Train the Trainer Approach". Community members were trained so that they could in turn train people in their own communities.

In the NOR-MAN Region of Manitoba, 6 local individuals took part in a Train the Trainer program, who in turn delivered 20 workshops throughout the region to workplaces and health and safety committees.

In the immigrant community, a Cross Cultural Community Advisory Committee (CCCAC) was established at the beginning of the project which developed and provided a course on workplace health and safety rights and resources. The CCCAC was comprised of the following communities and trained 31 community trainers:

- 11 trainers from the Punjabi community
- 8 trainers from the Salvadorean community
- 8 trainers from the Filipino community
- 4 trainers from the Vietnamese community

The community trainers delivered 51 workshops and reached approximately 900 people. About 125 individuals received one-on-one assistance for work related issues. Roughly 50 workers with work related health issues were referred to doctors. Community trainers organized two clinics with doctors. Articles were written and published in the Philippine Times and Ang Periodiko, and an article was published in the Winnipeg Free Press. Community trainers attended a number of conferences and community events reaching approximately 800 individuals. In total the project reached approximately 6,000 people either directly or indirectly.



"The CIRP, along with initiatives such as SAFE Work, are about working with our partners in the community to create a culture of safety in Manitoba. While action is needed now to prevent workplace injuries and illnesses, we also require a long-term vision for the future. This will only be possible with continued cooperation and commitment from workers, employers and the community at large."

— Tom Farrell
Chairperson, Workers Compensation Board of Manitoba

Working with Our Partners to Build a Safer and Healthier Manitoba

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For copies of completed reports, including those completed before 2005, contact Janice Meszaros, Manager, Community Initiatives and Research Program at **jmeszaro@wcb.mb.ca, (204) 954-4650** or toll free outside Winnipeg at **1-800-362-3340** extension **4650**. Please visit the WCB Web site at www.wcb.mb.ca for information on the Community Initiatives and Research Program.

Please call 954-4760 to receive this document in large print format.

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